

CITY OF BALTIMORE
Police Commissioner
Application deadline: June 30, 2012

The City of Baltimore is the State of Maryland's largest city, with a population of 641,000 and a land area of approximately 80 square miles. Baltimore has made great strides in reducing crime over the last several years, and Mayor Stephanie Rawlings-Blake plans to continue moving in this trajectory going forward. In the last year, "Charm City" reached its lowest homicide count in the last 35 years, and reduced homicides by 17% in the last two years alone. Overall violent crime has dropped 7% over the last two years, which equates to 679 fewer victims of violence. Juvenile violence has dropped by 37% since 2009. Mayor Rawlings-Blake, who was elected to her first full term in November 2011 with 87% of the vote, is looking for a seasoned law enforcement professional with the drive and vision to continue leading Baltimore in swift crime reduction.

The Police Commissioner oversees the Baltimore City Police Department, which is staffed by nearly 3,500 employees, including 3,000 sworn officers, and operates with an annual budget that exceeds \$410 million. The Commissioner reports directly to the Mayor's Deputy Chief for Public Safety and Operations and operates with general guidance from the Mayor's Office of Criminal Justice. The selected candidate will run the nation's 8th largest municipal police department, focusing on a number of priorities, including reducing violent crime and gun violence; fostering community engagement; police recruitment; training and integrity; and the use of technology to enhance efficiency and effectiveness. The City's next Commissioner will be challenged to continue reducing crime to improve Baltimore's position among large cities. While budget challenges will continue in the current economic environment, the sworn component of the organization is expected to grow. The successful candidate must manage the implementation of technology solutions to Departmental operational issues and the ability to motivate officers and employees.

The Baltimore Police Commissioner oversees the Administrative Bureau and the Operations Bureau. The Administrative Bureau includes several sections including but not limited to Central Records, Personnel, Management Information Systems, Overtime Unit, Grants Unit, Planning and Research/Crime Analysis Unit, Education and Training, and Facilities Management. The Operations Bureau includes the Patrol Division and the Criminal Investigation Division. The Patrol Division includes 9 districts, and the Adult/Juvenile Booking, Community Stabilization, and Night Commander units. The Criminal Investigation Division includes the Special Investigations Section, Escape and Apprehension Section, Crime Laboratory Section, Homicide Section, VCIS Investigations and Enforcement Section, and the Criminal Intelligence Section. The Commissioner also oversees the Public Affairs Office, Internal Investigations Division, and the Legal Affairs Section.

Required Qualifications:

- Bachelor's Degree in Law Enforcement-related field and 5 or more years of law enforcement command-level experience, OR high school graduate (or GED equivalent) with at least 10 years of law enforcement command-level experience
- Strong leadership, organizational and management skills
- Impeccable character, interpersonal and communication skills
- Knowledge of the principles and methods of investigation
- Ability to interpret crime statistics
- Ability to work effectively with a wide range of people in the public and private sectors

Salary will be commensurate with experience. The Police Executive Research Forum (PERF) is assisting the city with this process.

To apply, send a cover letter and résumé summarizing your qualifications, along with the names of five professional references by June 30, 2012 to:

BaltimoreChief@policeforum.org

The City of Baltimore is committed to providing equal employment opportunities to applicants and employees without regard to race, religion, color, national origin, ancestry, sex, disability, pregnancy, genetic information, marital status, sexual orientation, gender identity or expression or any other characteristic protected by law.